



## 102ND GENERAL ASSEMBLY

### State of Illinois

### 2021 and 2022

#### HB0120

Introduced 1/14/2021, by Rep. Will Guzzardi

#### SYNOPSIS AS INTRODUCED:

105 ILCS 5/10-20.73 new  
105 ILCS 5/34-21.9 new  
110 ILCS 305/120 new  
110 ILCS 520/100 new  
110 ILCS 660/5-210 new  
110 ILCS 665/10-210 new  
110 ILCS 670/15-210 new  
110 ILCS 675/20-215 new  
110 ILCS 680/25-210 new  
110 ILCS 685/30-220 new  
110 ILCS 690/35-215 new  
110 ILCS 805/3-29.14 new

Amends the School Code and various Acts relating to the governance of public universities and community colleges in Illinois. Provides that the governing board of each school district, public university, and community college district must allow a student athlete to modify his or her athletic or team uniform for the purpose of modesty in clothing or attire that is in accordance with the requirements of his or her religion. Provides that a modification to the uniform may include, but is not limited to, the wearing of a hijab, an undershirt, or leggings. Provides that the student is responsible for all costs associated with the modification of the uniform, but allows a school or institution of higher education to provide the modification to its students. Provides that the school or the institution must approve the request from a student to modify the uniform to ensure that the modification does not pose a safety hazard to the student or to other athletes or players. Sets forth requirements for modified headgear. Effective immediately.

LRB102 00256 CMG 10258 b

1 AN ACT concerning education.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The School Code is amended by adding Sections  
5 10-20.73 and 34-21.9 as follows:

6 (105 ILCS 5/10-20.73 new)

7 Sec. 10-20.73. Modification of athletic or team uniform  
8 permitted.

9 (a) A school board must allow a student athlete to modify  
10 his or her athletic or team uniform for the purpose of modesty  
11 in clothing or attire that is in accordance with the  
12 requirements of his or her religion. The modification of the  
13 athletic or team uniform may include, but is not limited to,  
14 the wearing of a hijab, an undershirt, or leggings. If a  
15 student chooses to modify his or her athletic or team uniform,  
16 the student is responsible for all costs associated with the  
17 modification of the uniform. However, nothing in this Section  
18 prohibits a school from providing the modification to the  
19 student.

20 (b) The request from a student to modify his or her  
21 athletic or team uniform for the purposes described in  
22 subsection (a) must be approved by the school board. The  
23 school board shall reasonably accommodate the student's

1 request. At a minimum, any modification of the athletic or  
2 team uniform must not interfere with the movement of the  
3 student or pose a safety hazard to the student or to other  
4 athletes or players. The modification of headgear is permitted  
5 if the headgear:

6 (1) is black, white, the predominate color of the  
7 uniform, or the same color for all players on the team;

8 (2) does not cover any part of the face;

9 (3) is not dangerous to the player or to the other  
10 players;

11 (4) has no opening or closing elements around the face  
12 and neck; and

13 (5) has no parts extruding from its surface.

14 (105 ILCS 5/34-21.9 new)

15 Sec. 34-21.9. Modification of athletic or team uniform  
16 permitted.

17 (a) The board must allow a student athlete to modify his or  
18 her athletic or team uniform due to the observance of modesty  
19 in clothing or attire in accordance with the requirements of  
20 his or her religion. The modification of the athletic or team  
21 uniform may include, but is not limited to, the wearing of a  
22 hijab, an undershirt, or leggings. If a student chooses to  
23 modify his or her athletic or team uniform, the student is  
24 responsible for all costs associated with the modification of  
25 the uniform. However, nothing in this Section prohibits a

1 school from providing the modification to the student.

2 (b) The request from a student to modify his or her  
3 athletic or team uniform for the purposes described in  
4 subsection (a) must be approved by the board. The board shall  
5 reasonably accommodate the student's request. At a minimum,  
6 any modification of the athletic or team uniform must not  
7 interfere with the movement of the student or pose a safety  
8 hazard to the student or to other athletes or players. The  
9 modification of headgear is permitted if the headgear:

10 (1) is black, white, the predominate color of the  
11 uniform, or the same color for all players on the team;

12 (2) does not cover any part of the face;

13 (3) is not dangerous to the player or to the other  
14 players;

15 (4) has no opening or closing elements around the face  
16 and neck; and

17 (5) has no parts extruding from its surface.

18 Section 10. The University of Illinois Act is amended by  
19 adding Section 120 as follows:

20 (110 ILCS 305/120 new)

21 Sec. 120. Modification of athletic or team uniform  
22 permitted.

23 (a) The Board of Trustees must allow a student athlete to  
24 modify his or her athletic or team uniform due to the

1 observance of modesty in clothing or attire in accordance with  
2 the requirements of his or her religion. The modification of  
3 the athletic or team uniform may include, but is not limited  
4 to, the wearing of a hijab, an undershirt, or leggings. If a  
5 student chooses to modify his or her athletic or team uniform,  
6 the student is responsible for all costs associated with the  
7 modification of the uniform. However, nothing in this Section  
8 prohibits the University from providing the modification to  
9 the student.

10 (b) The request from a student to modify his or her  
11 athletic or team uniform for the purposes described in  
12 subsection (a) must be approved by the Board, who shall  
13 reasonably accommodate the student's request. At a minimum,  
14 any modification of the athletic or team uniform must not  
15 interfere with the movement of the student or pose a safety  
16 hazard to the student or to other athletes or players. The  
17 modification of headgear is permitted if the headgear:

18 (1) is black, white, the predominate color of the  
19 uniform, or the same color for all players on the team;

20 (2) does not cover any part of the face;

21 (3) is not dangerous to the player or to the other  
22 players;

23 (4) has no opening or closing elements around the face  
24 and neck; and

25 (5) has no parts extruding from its surface.

1 Section 15. The Southern Illinois University Management  
2 Act is amended by adding Section 100 as follows:

3 (110 ILCS 520/100 new)

4 Sec. 100. Modification of athletic or team uniform  
5 permitted.

6 (a) The Board must allow a student athlete to modify his or  
7 her athletic or team uniform due to the observance of modesty  
8 in clothing or attire in accordance with the requirements of  
9 his or her religion. The modification of the athletic or team  
10 uniform may include, but is not limited to, the wearing of a  
11 hijab, an undershirt, or leggings. If a student chooses to  
12 modify his or her athletic or team uniform, the student is  
13 responsible for all costs associated with the modification of  
14 the uniform. However, nothing in this Section prohibits the  
15 University from providing the modification to the student.

16 (b) The request from a student to modify his or her  
17 athletic or team uniform for the purposes described in  
18 subsection (a) must be approved by the Board, who shall  
19 reasonably accommodate the student's request. At a minimum,  
20 any modification of the athletic or team uniform must not  
21 interfere with the movement of the student or pose a safety  
22 hazard to the student or to other athletes or players. The  
23 modification of headgear is permitted if the headgear:

24 (1) is black, white, the predominate color of the  
25 uniform, or the same color for all players on the team;

- 1           (2) does not cover any part of the face;  
2           (3) is not dangerous to the player or to the other  
3           players;  
4           (4) has no opening or closing elements around the face  
5           and neck; and  
6           (5) has no parts extruding from its surface.

7           Section 20. The Chicago State University Law is amended by  
8           adding Section 5-210 as follows:

9           (110 ILCS 660/5-210 new)

10          Sec. 5-210. Modification of athletic or team uniform  
11          permitted.

12          (a) The Board must allow a student athlete to modify his or  
13          her athletic or team uniform due to the observance of modesty  
14          in clothing or attire in accordance with the requirements of  
15          his or her religion. The modification of the athletic or team  
16          uniform may include, but is not limited to, the wearing of a  
17          hijab, an undershirt, or leggings. If a student chooses to  
18          modify his or her athletic or team uniform, the student is  
19          responsible for all costs associated with the modification of  
20          the uniform. However, nothing in this Section prohibits the  
21          University from providing the modification to the student.

22          (b) The request from a student to modify his or her  
23          athletic or team uniform for the purposes described in  
24          subsection (a) must be approved by the Board, who shall

1 reasonably accommodate the student's request. At a minimum,  
2 any modification of the athletic or team uniform must not  
3 interfere with the movement of the student or pose a safety  
4 hazard to the student or to other athletes or players. The  
5 modification of headgear is permitted if the headgear:

6 (1) is black, white, the predominate color of the  
7 uniform, or the same color for all players on the team;

8 (2) does not cover any part of the face;

9 (3) is not dangerous to the player or to the other  
10 players;

11 (4) has no opening or closing elements around the face  
12 and neck; and

13 (5) has no parts extruding from its surface.

14 Section 25. The Eastern Illinois University Law is amended  
15 by adding Section 10-210 as follows:

16 (110 ILCS 665/10-210 new)

17 Sec. 10-210. Modification of athletic or team uniform  
18 permitted.

19 (a) The Board must allow a student athlete to modify his or  
20 her athletic or team uniform due to the observance of modesty  
21 in clothing or attire in accordance with the requirements of  
22 his or her religion. The modification of the athletic or team  
23 uniform may include, but is not limited to, the wearing of a  
24 hijab, an undershirt, or leggings. If a student chooses to



1 modify his or her athletic or team uniform, the student is  
2 responsible for all costs associated with the modification of  
3 the uniform. However, nothing in this Section prohibits the  
4 University from providing the modification to the student.

5 (b) The request from a student to modify his or her  
6 athletic or team uniform for the purposes described in  
7 subsection (a) must be approved by the Board, who shall  
8 reasonably accommodate the student's request. At a minimum,  
9 any modification of the athletic or team uniform must not  
10 interfere with the movement of the student or pose a safety  
11 hazard to the student or to other athletes or players. The  
12 modification of headgear is permitted if the headgear:

13 (1) is black, white, the predominate color of the  
14 uniform, or the same color for all players on the team;

15 (2) does not cover any part of the face;

16 (3) is not dangerous to the player or to the other  
17 players;

18 (4) has no opening or closing elements around the face  
19 and neck; and

20 (5) has no parts extruding from its surface.

21 Section 30. The Governors State University Law is amended  
22 by adding Section 15-210 as follows:

23 (110 ILCS 670/15-210 new)

24 Sec. 15-210. Modification of athletic or team uniform

1 permitted.

2 (a) The Board must allow a student athlete to modify his or  
3 her athletic or team uniform due to the observance of modesty  
4 in clothing or attire in accordance with the requirements of  
5 his or her religion. The modification of the athletic or team  
6 uniform may include, but is not limited to, the wearing of a  
7 hijab, an undershirt, or leggings. If a student chooses to  
8 modify his or her athletic or team uniform, the student is  
9 responsible for all costs associated with the modification of  
10 the uniform. However, nothing in this Section prohibits the  
11 University from providing the modification to the student.

12 (b) The request from a student to modify his or her  
13 athletic or team uniform for the purposes described in  
14 subsection (a) must be approved by the Board, who shall  
15 reasonably accommodate the student's request. At a minimum,  
16 any modification of the athletic or team uniform must not  
17 interfere with the movement of the student or pose a safety  
18 hazard to the student or to other athletes or players. The  
19 modification of headgear is permitted if the headgear:

20 (1) is black, white, the predominate color of the  
21 uniform, or the same color for all players on the team;

22 (2) does not cover any part of the face;

23 (3) is not dangerous to the player or to the other  
24 players;

25 (4) has no opening or closing elements around the face  
26 and neck; and

1           (5) has no parts extruding from its surface.

2           Section 35. The Illinois State University Law is amended  
3 by adding Section 20-215 as follows:

4           (110 ILCS 675/20-215 new)

5           Sec. 20-215. Modification of athletic or team uniform  
6 permitted.

7           (a) The Board must allow a student athlete to modify his or  
8 her athletic or team uniform due to the observance of modesty  
9 in clothing or attire in accordance with the requirements of  
10 his or her religion. The modification of the athletic or team  
11 uniform may include, but is not limited to, the wearing of a  
12 hijab, an undershirt, or leggings. If a student chooses to  
13 modify his or her athletic or team uniform, the student is  
14 responsible for all costs associated with the modification of  
15 the uniform. However, nothing in this Section prohibits the  
16 University from providing the modification to the student.

17           (b) The request from a student to modify his or her  
18 athletic or team uniform for the purposes described in  
19 subsection (a) must be approved by the Board, who shall  
20 reasonably accommodate the student's request. At a minimum,  
21 any modification of the athletic or team uniform must not  
22 interfere with the movement of the student or pose a safety  
23 hazard to the student or to other athletes or players. The  
24 modification of headgear is permitted if the headgear:

1           (1) is black, white, the predominate color of the  
2           uniform, or the same color for all players on the team;

3           (2) does not cover any part of the face;

4           (3) is not dangerous to the player or to the other  
5           players;

6           (4) has no opening or closing elements around the face  
7           and neck; and

8           (5) has no parts extruding from its surface.

9           Section 40. The Northeastern Illinois University Law is  
10          amended by adding Section 25-210 as follows:

11          (110 ILCS 680/25-210 new)

12          Sec. 25-210. Modification of athletic or team uniform  
13          permitted.

14          (a) The Board must allow a student athlete to modify his or  
15          her athletic or team uniform due to the observance of modesty  
16          in clothing or attire in accordance with the requirements of  
17          his or her religion. The modification of the athletic or team  
18          uniform may include, but is not limited to, the wearing of a  
19          hijab, an undershirt, or leggings. If a student chooses to  
20          modify his or her athletic or team uniform, the student is  
21          responsible for all costs associated with the modification of  
22          the uniform. However, nothing in this Section prohibits the  
23          University from providing the modification to the student.

24          (b) The request from a student to modify his or her

1 athletic or team uniform for the purposes described in  
2 subsection (a) must be approved by the Board, who shall  
3 reasonably accommodate the student's request. At a minimum,  
4 any modification of the athletic or team uniform must not  
5 interfere with the movement of the student or pose a safety  
6 hazard to the student or to other athletes or players. The  
7 modification of headgear is permitted if the headgear:

8 (1) is black, white, the predominate color of the  
9 uniform, or the same color for all players on the team;

10 (2) does not cover any part of the face;

11 (3) is not dangerous to the player or to the other  
12 players;

13 (4) has no opening or closing elements around the face  
14 and neck; and

15 (5) has no parts extruding from its surface.

16 Section 45. The Northern Illinois University Law is  
17 amended by adding Section 30-220 as follows:

18 (110 ILCS 685/30-220 new)

19 Sec. 30-220. Modification of athletic or team uniform  
20 permitted.

21 (a) The Board must allow a student athlete to modify his or  
22 her athletic or team uniform due to the observance of modesty  
23 in clothing or attire in accordance with the requirements of  
24 his or her religion. The modification of the athletic or team

1 uniform may include, but is not limited to, the wearing of a  
2 hijab, an undershirt, or leggings. If a student chooses to  
3 modify his or her athletic or team uniform, the student is  
4 responsible for all costs associated with the modification of  
5 the uniform. However, nothing in this Section prohibits the  
6 University from providing the modification to the student.

7 (b) The request from a student to modify his or her  
8 athletic or team uniform for the purposes described in  
9 subsection (a) must be approved by the Board, who shall  
10 reasonably accommodate the student's request. At a minimum,  
11 any modification of the athletic or team uniform must not  
12 interfere with the movement of the student or pose a safety  
13 hazard to the student or to other athletes or players. The  
14 modification of headgear is permitted if the headgear:

15 (1) is black, white, the predominate color of the  
16 uniform, or the same color for all players on the team;

17 (2) does not cover any part of the face;

18 (3) is not dangerous to the player or to the other  
19 players;

20 (4) has no opening or closing elements around the face  
21 and neck; and

22 (5) has no parts extruding from its surface.

23 Section 50. The Western Illinois University Law is amended  
24 by adding Section 35-215 as follows:

1 (110 ILCS 690/35-215 new)

2 Sec. 35-215. Modification of athletic or team uniform  
3 permitted.

4 (a) The Board must allow a student athlete to modify his or  
5 her athletic or team uniform due to the observance of modesty  
6 in clothing or attire in accordance with the requirements of  
7 his or her religion. The modification of the athletic or team  
8 uniform may include, but is not limited to, the wearing of a  
9 hijab, an undershirt, or leggings. If a student chooses to  
10 modify his or her athletic or team uniform, the student is  
11 responsible for all costs associated with the modification of  
12 the uniform. However, nothing in this Section prohibits the  
13 University from providing the modification to the student.

14 (b) The request from a student to modify his or her  
15 athletic or team uniform for the purposes described in  
16 subsection (a) must be approved by the Board, who shall  
17 reasonably accommodate the student's request. At a minimum,  
18 any modification of the athletic or team uniform must not  
19 interfere with the movement of the student or pose a safety  
20 hazard to the student or to other athletes or players. The  
21 modification of headgear is permitted if the headgear:

22 (1) is black, white, the predominate color of the  
23 uniform, or the same color for all players on the team;

24 (2) does not cover any part of the face;

25 (3) is not dangerous to the player or to the other  
26 players;

- 1           (4) has no opening or closing elements around the face  
2           and neck; and  
3           (5) has no parts extruding from its surface.

4           Section 55. The Public Community College Act is amended by  
5 adding Section 3-29.14 as follows:

6           (110 ILCS 805/3-29.14 new)  
7           Sec. 3-29.14. Modification of athletic or team uniform  
8           permitted.

9           (a) A board must allow a student athlete to modify his or  
10          her athletic or team uniform due to the observance of modesty  
11          in clothing or attire in accordance with the requirements of  
12          his or her religion. The modification of the athletic or team  
13          uniform may include, but is not limited to, the wearing of a  
14          hijab, an undershirt, or leggings. If a student chooses to  
15          modify his or her athletic or team uniform, the student is  
16          responsible for all costs associated with the modification of  
17          the uniform. However, nothing in this Section prohibits the  
18          community college from providing the modification to the  
19          student.

20          (b) The request from a student to modify his or her  
21          athletic or team uniform for the purposes described in  
22          subsection (a) must be approved by the board. The board shall  
23          reasonably accommodate the student's request. At a minimum,  
24          any modification of the athletic or team uniform must not



1 interfere with the movement of the student or pose a safety  
2 hazard to the student or to other athletes or players. The  
3 modification of headgear is permitted if the headgear:

4 (1) is black, white, the predominate color of the  
5 uniform, or the same color for all players on the team;

6 (2) does not cover any part of the face;

7 (3) is not dangerous to the player or to the other  
8 players;

9 (4) has no opening or closing elements around the face  
10 and neck; and

11 (5) has no parts extruding from its surface."

12 Section 99. Effective date. This Act takes effect upon  
13 becoming law.